

Human Resources Advisory Committee

At-A-Glance

Eligible for Reappointment

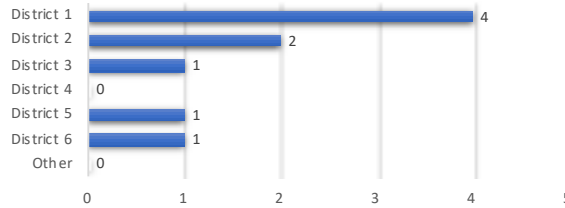
Name	District	Gender	Ethnicity
Goonen, Denis	2	Male	Hispanic

HUMAN RESOURCES ADVISORY COMMITTEE

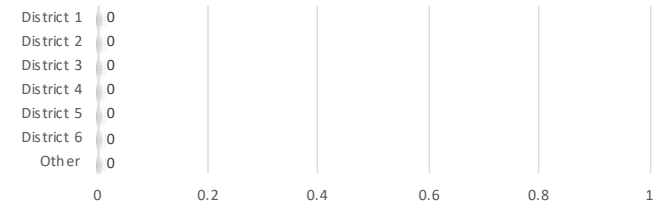
Districts

	Members	Applicant
District 1	4	0
District 2	2	0
District 3	1	0
District 4	0	0
District 5	1	0
District 6	1	0
Other	0	0
Total	9	0

Members by District



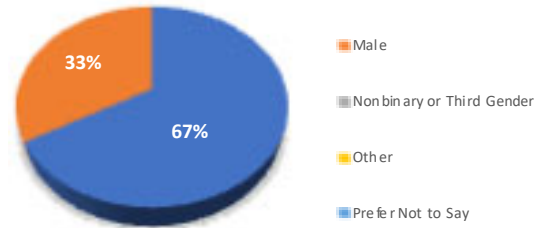
Applicants by District



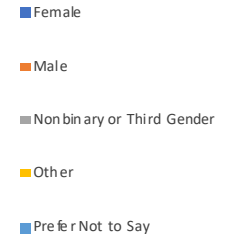
Gender

	Members	Applicant
Female	6	0
Male	3	0
Nonbinary or Third Gender	0	0
Other	0	0
Prefer Not to Say	0	0
Total	9	0

Members by Gender



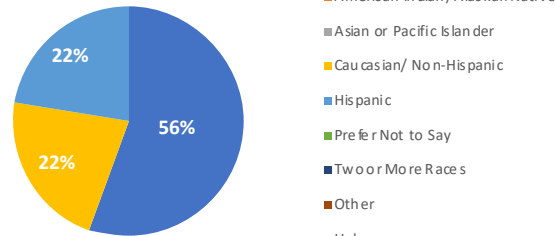
Applicants by Gender



Ethnicity/Race

	Members	Applicant
African-American	5	0
American Indian/ Alaskan Native	0	0
Asian or Pacific Islander	0	0
Caucasian/ Non-Hispanic	2	0
Hispanic	2	0
Prefer Not to Say	0	0
Two or More Races	0	0
Other	0	0
Unknown	0	0
Total	9	0

Members by Ethnicity/Race



Applicants by Ethnicity/Race



Statement to Applicants

Profile**Which Boards would you like to apply for?**

Human Resources Advisory Committee: Submitted

Denis

First Name

R

Middle
Initial

Goonen

Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

N/A

denisg3577@me.com

Email Address

13705 Glenford Pl

Home Address

Charlotte

City

NC

State

28278

Postal Code

Mobile: (910) 232-9993

Primary Phone

Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

 2**How long have you been a resident of Mecklenburg County? Please include months, or years.**

10 years

My age range is (please select one): *

 46 to 55**Ethnicity ***

 Hispanic**Gender ***

 Male

Interests & Experiences

Denis R Goonen

Education

B.S. Personnel Administration

GoTo

Employer

Principal Compensation
Consultant

Occupation

Business and civic experience

20 years of Compensation specialist experience.

Area of expertise and interests/skills

Compensation, HRIS Systems

Additional Comments

SPHR Certification

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No.

Why are you interested in serving on the board(s) to which you are applying?

Provide assistance and guidance to the city on HR/Compensation concerns and issues

Have you attended a meeting of the advisory board(s) to which you are applying?

Yes No

Hours Per Month Available for Position

~5

How did you learn of the vacancy? *

Social Media

[Resume - Goonen_2021.pdf](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

Yes No

Denis R Goonen

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

Yes No

Are you a current vendor with Mecklenburg County?

Yes No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

Yes No

Disclaimer

I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

I Agree

Signature of Applicant (Sign Your Legal Name):

Denis Roger Goonen

Board Specific Questions

Question applies to Human Resources Advisory Committee

HRAC: Which of the following areas best describes your HR background? *

Compensation

Denis R Goonen

CAREER SUMMARY

Accomplished Certified Senior Human Resource Professional (SPHR) with over fifteen years of dedicated compensation experience; including leadership in all areas of global compensation. Significant experience in job evaluation, market pay studies and base and variable compensation plan design for all employee groups and levels.

Collaborative and strategic problem solver with the ability to resolve challenges in productive and innovative ways. Act as the point of contact for global compensation guidance and provide thoughtful responses that enable business leaders to make strategic decisions.

ACCOMPLISHMENTS

Program Implementation

- Created and lead a new compensation department for a multi-billion-dollar, global organization.
- Implemented a new companywide Merit system. Including system configuration, communication, training, rollout and support

Salary/Compensation

- Lead the Global Quarterly MBO Variable Pay Program consisting of over 20 separate plans

Infrastructure Improvement

- Completed a companywide FLSA audit and updated classification rollout with support from General Counsel and Organizational Leaders.

Acquisition Support

- Provided full Compensation support and consultation to multiple client groups during acquisition. This included internal and external equity analysis, identifying and researching outliers and providing multiple possible solutions without impacting the acquisition agreement.

EXPERIENCE

Avantor

Sr. Manager, Compensation

November 2021-Present

- Responsible for the strategic design, planning, analysis, execution, and management of compensation programs to ensure competitiveness and equity
- Responsible for designing compensation programs
- Ensure the effectiveness of compensation policies, guidelines and procedures and ensure they are consistent with compensation trends and company objectives.

REEF

Director, Compensation

June 2021-November 2021

- Lead the Global Compensation function
- Responsible for designing, implementing, and continuously evaluating the compensation programs globally
- Develop and integrate programs that align with the company's objectives and initiatives.
- Responsible for Global equity programs
- Responsible for Global mobility programs
- Responsible for the design and maintenance of the Global bonus program

Infor

Senior Human Resources Business Partner

2020-2021

- Contribute to the development of HR strategies & initiatives that support Infor's principles and vision
- Roll out, train and mentor managers on talent management programs
- Provide guidance on employee behavior and conflict resolution
- Advise leadership on hiring and terminations
- Promote inclusion & diversity awareness in hiring & employment practices
- Partner with leadership to develop succession plans
- Counsel and advise employees
- Mediate employee concerns
- Conduct investigations and recommend corrective actions.

Global Compensation Manager

2016-2020

- Created, implemented and administered Compensation guidelines, policies and procedures
- Served as SME to advised HR Business Partners and Business Leaders on all Compensation concerns
- Implemented a new companywide Merit system
- Completed a US FLSA audit
- Partnered with HR Leadership to identify and address Compensation issues and recommend solutions that balanced the needs of employees with the strategy of the Business
- Lead the global development of job families and career pathing structures with clearly identifiable and distinguishable competencies
- Complete and audit all salary survey submissions
- Propose solutions to attract and retain employees in countries with high inflation
- Lead multiple Compensation projects; these included internal and external equity analysis, pay mix alignment, career pathing projects, executive compensation guidance, pay compliance with Worker's Counsels, job and pay alignment as a result of acquisition

Time Warner Cable

Sr. Compensation Consultant

2013-2016

- Provided full Compensation support and consultation, simultaneously, to multiple client groups during acquisition; this included internal and external equity analysis, identifying and researching outliers, while providing multiple possible solutions and their consequences without impacting the acquisition agreement
- Partner with HR Business Partners for supported business groups to provide guidance to the business lines with regards to the merit process
- Compile Executive Year End Merit Review Presentations
- Provide analysis and recommendation for Executive hires
- Support the Engineering, Legal, HR, Recruiting, Facilities, Training, Finance and IT functions on all compensation topics

Citrix Systems

Sr. Compensation Consultant

2012-2013

- Partner with HR Business Partners and peer Compensation Consultants to develop compensation strategies for supported customer groups
- Research, analyze and create end-to-end solutions for complex compensation issues
- Anticipate training opportunities in order to develop and conduct training programs
- Act as the primary liaison between the business and all Center of Excellence resources for presenting compensation recommendations

Sr. Compensation Analyst

2011-2012

- Lead the Global Quarterly MBO Variable Pay Program consisting of over 20 separate plans
- Compensation Business Consultant for Marketing division
- Create, maintain and use database to analyze and update all Company Salary Structures
- Lead the Company wide Career Pathing Project to re-level all positions
- Administrate the ESPP program for all eligible countries

Compensation Analyst

2007-2010

- Administer the Variable Pay programs including Executive, Management, and Individual Contributor plans for national and international employees
- Analyze Variable Pay data and assist in the development of reports that are utilized by Company Management and the Board of Directors
- Create and assist Compensation training programs and communications for all employees
- Perform quarterly bonus payout calculations
- Design and develop Point Factor methodology and tools
- Conduct position and job family specific market analysis
- Negotiate with upper management regarding the leveling of new positions
- Create and maintain various Compensation databases and tools regarding variable pay
- Create and modify job descriptions

EDUCATION

Bachelor of Science : Business/Personnel Administration
Nova Southeastern University – Ft. Lauderdale, FL

TECHNICAL QUALIFICATIONS

- Advanced knowledge of Microsoft Excel, Word, Access and PowerPoint
- Experienced HRIS user of PeopleSoft, SAP and Infor HCM
- Experienced user of MarketPay tool for market pricing; as well as AON/Radford and Comptrix/Mercer salary surveys

Mecklenburg County, NC

Human Resources Advisory Committee

Board Details

The Human Resources Advisory Committee brings together human resource leaders from organizations in Mecklenburg County to share ideas and discuss business challenges to keep our organization current with human resources best practices and standards. This collaboration will ensure that Mecklenburg County Human Resources is current in its thinking and practices and supports the organization in a progressive manner.

Overview

- **Size** 11 Seats
- **Term Length** 3 Year
- **Term Limit** 2 Terms

Contact

- **Name** Maura Beatty
- **Phone** (980) 314-2739

Additional

Qualifications

Either currently serve as senior managers, human resource (HR) professionals or proprietors of businesses within Mecklenburg County, or have previously served in such capacity. All members are expected to possess knowledge of current human resources practices and procedures in one or more of the following HR disciplines: recruitment; selection; retention; training; compensation; benefits; human resource management systems; and/or employee relations. Must be a resident of Mecklenburg County.

Advisory Board Details

Appointments are made for three-year terms with no one serving more than two consecutive full terms.

Meeting Dates/Times

Bi-monthly - 2nd Thursday at 4:00 p.m.

Meeting Location

Employee Learning Center Meeting - Room 700 E 4th Street Charlotte, NC 28202

Time Commitment

1.5 hour per month

Stipend

No

Special Notes**Job Description**

Mecklenburg County, NC

Human Resources Advisory Committee

Board Roster

Calvin R Beaver

Partial Term Jul 02, 2024 - Jun 30, 2025

Email reidbeaver@gmail.com

Appointing Authority BOCC

Home Phone Mobile: (704) 785-7200

Address

5918 Checkerberry Lane
Huntersville, NC 28078

Jacqueline L Browning

1st Term Apr 02, 2024 - Apr 30, 2027

Email jrbrowning@sheercomllc.com

Appointing Authority BOCC

Home Phone Mobile: (704) 965-3685

Address

12206 Anne Blount Aly
Huntersville, NC 28078

Rachelle Casto

Partial Term Jul 02, 2024 - Jun 30, 2026

Email rachellecasto@yahoo.com

Appointing Authority BOCC

Home Phone Home: (704) 621-9182

Address

15503 Troubadour Lane
Huntersville, NC 28078

Lafonda General

1st Term Mar 04, 2020 - Jun 30, 2025

Email lafgeneral@hotmail.com

Appointing Authority BOCC

Home Phone Home: (910) 797-3196

Alternate Phone Home: (910) 797-3196

Address

6402 Brumit Ln
Charlotte, NC 28269

□ **Denis R Goonen**

1st Term Mar 15, 2022 - Mar 31, 2025

Email denisg3577@me.com

Appointing Authority BOCC

Home Phone Mobile: (910) 232-9993

Address

13705 Glenford Pl
Charlotte, NC 28278

□ **Delma Guevara**

1st Term Apr 02, 2024 - Apr 30, 2027

Email delmaguevara@msn.com

Appointing Authority BOCC

Home Phone Mobile: (703) 415-6576

Address

6529 Gardner Ln
Charlotte, NC 28270

□ **Steven A Jarrett**

1st Term Apr 04, 2023 - Jun 30, 2026

Email sajnup@aol.com

Appointing Authority BOCC

Home Phone Home: (240) 994-0422

Address

8524 Tamarron Drive
Charlotte, NC 28277

□ **Sharon H Matthews**

1st Term Feb 08, 2023 - Jun 30, 2026

Email shmatt74@gmail.com

Appointing Authority BOCC

Home Phone Home: (704) 293-6443

Alternate Phone Home: (704) 293-6443

Address

3711 Mountain Cove Dr
Charlotte, NC 28216

□ **Crystal Williams**

1st Term Apr 02, 2024 - Apr 30, 2027

Email crystalewilliams@att.net

Appointing Authority BOCC

Home Phone Mobile: (980) 253-7915

Address

3322 Valerie Drive
Charlotte, NC 28216

□ **Vacancy**

Appointing Authority BOCC

□ **Vacancy**

Appointing Authority BOCC